

**A. Office of Academic Affairs**

Post Office Box 751  
Portland, Oregon 97207-0751

503-725-3422 tel  
503-725-5262 fax



TO: Leanne Serbulo, VP Collective Bargaining, PSU-AAUP  
FROM: Shelly Chabon, Vice Provost, Academic Personnel and Leadership  
Development  
CC: Carol Hawkins, Director Academic Employee Faculty Relations  
Phil Lesch, Executive Director, PSU-AAUP  
DATE: May 15, 2015  
SUBJECT: PSU-AAUP Negotiations CBA Dec. 2015- Sept. 2017

---

Pursuant to Article 43: Negotiation of a Successor Agreement in the PSU-AAUP Collective Bargaining Agreement, I am providing written notice specifying the new issues and sections of this agreement that we intend to negotiate.

The Bargaining Team for the 2015-2017 PSU-Administration will consist of the following persons: Shelly Chabon, Carol Hawkins, David Reese, Scott Marshall, Ramon Diaz, Bob Bucker, Dana Tasson, and Leslie McBride.

In accordance with an interest-based bargaining process, we have identified five interests we would like to discuss in our negotiations. These interests and, where appropriate, corresponding articles are listed here:

I. Interest: Rebuild and strengthen relationships between PSU-AAUP and PSU Administration.

Discussion Points:

1. Release time for bargaining in the summer – Article 11
2. Shared information and implementation opportunities:
  - a) Post Tenure review
  - b) New collective bargaining agreement
3. Increase length of CBA to at least three years – Articles 43 and 44

II. Interest: Recognize PSU's new governing structure.

Discussion Points:

1. Update references to OUS, Chancellor, etc. throughout CBA to reflect changes. Such references appear in the preamble and Articles 2, 22, 23, 28 and 39.

III. Interest: Understand and Recognize Academic Professionals' unique roles on campus. Article 17

Discussion Points:

1. Career path and professional development.
2. Recognition, evaluation and reward
3. Participation and inclusion in campus life
4. Notice provisions

IV. Interest: Non-tenure track faculty. Article 18

Discussion Points:

1. Task Force Report
2. Options for recognizing and valuing NTTF
3. Notice of nonrenewal

V. Interest: Fair Compensation. Article 30

VI. Interest: Supporting Professional Development. Article 19

VI. Interest: Healthy workplace

Discussion Points:

1. Healthy workplace taskforce – progress and recommendations.

We recently completed our first two days of interest based bargaining training as a group, during our training it was rewarding to see the level of commitment both teams bring to both the process and the campus community. We look forward to our upcoming discussions and are confident we will work through difficulties we encounter in a respectful and thoughtful manner.